

# Roberta Ruhterford

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## PROFILE

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Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

## WORK EXPERIENCE

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### HR Business Partner — Gorczany - Borer (2020 - 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 8%.
- Led recruitment for 95 roles across EMEA/US, reducing time-to-hire by 29%.
- Implemented a performance review program which improved engagement scores by 7 points.

### Talent Acquisition Manager — Bayer Inc (2017 - 2018)

- Led recruitment for 110 roles across EMEA/US, reducing time-to-hire by 23%.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.

### HR Manager — Johnson - Beahan (2024 - 2026)

- Implemented a performance review program which improved engagement scores by 19 points.
- Led recruitment for 33 roles across EMEA/US, reducing time-to-hire by 30%.
- Rolled out benefits and L&D programs that increased retention in key teams by 21%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## SKILLS

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### Talent

Employer Branding • Onboarding • Sourcing • Recruitment

### Operations

HRIS (Workday/BambooHR) • Payroll Coordination

### People Practices

L&D • Succession Planning

### Compliance

Employment Law

## EDUCATION

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B.A. Business Administration, Gerlach Group Institute (2017)

## PROJECTS

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**deludo** - Front-line dedicated policy

## CERTIFICATIONS

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- PHR